



CITY OF NEWPORT BEACH BENEFITS SUMMARY

Association of Newport Beach Ocean Lifeguards (ANBOL)

Effective July 1, 2014 through June 30, 2017

This is a general outline of employee fringe benefits. For a complete explanation of benefits, benefit eligibility and restrictions, please refer to the current Memorandum of Understanding (MOU).

GENERAL PROVISIONS

Recognition: Recognition is restricted to active employees with job titles of Lifeguard I, II or III, who have worked the most recent summer season (or taken an approved leave of absence) and who have worked 240 cumulative hours and who meet the work hours standards described in the MOU.

COMPENSATION

Salary Adjustments: Effective 7/1/15 base salaries for Lifeguard I and II will increase 2.0%; effective 7/1/16 base salaries for Lifeguard I and II will increase 1.0%; and effective 6/30/17 base salaries for Lifeguard I and II will increase 1.0%.

4th Step for Lifeguard I and II: Effective August 22, 2015, a 4th pay step, set 5% above step 3, will be added to the Lifeguard I and II salary range.

Bi-Lingual Pay: Seventy-five cents (\$0.75) per hour for street conversational level Spanish. Testing is required.

EMT Pay: One dollar (\$1.00) per hour for certification.

Assignment Pay: Effective August 22, 2015, employees in the Lifeguard II and III classifications will be eligible for 7.5% Assignment Pay when performing duties as Dispatcher, Junior Guard Group Leader, and Boat Operator.

FRINGE BENEFITS

Retirement: Employees will be enrolled in the Public Agency Retirement Services (PARS) program in lieu of Social Security. Both the Employee and the City make a 3.75% contribution. Employees enrolled in Public Employees Retirement System (PERS) contribute 10.6% 7/1/15; 12.1% 7/1/16 and 13.6% 6/30/17.

Equipment Allotment: ANBOL members are eligible to receive \$200 annually toward the purchase of equipment and gear. Employees must meet the work hour standards to be eligible.

Sunscreen and Skin Cancer Screening: Sunscreen and lip balm will be provided on an as needed basis. ANBOL employees are eligible for annual skin cancer screening.

Binoculars: One pair of binoculars (in accordance with Fire Department S.O.P's) shall be provided at the start of employee's career with the City. Employees are responsible for loss or damage.

Uniforms: The following items will be provided once per season: one pair of uniform trunks and two uniform shirts. The following will be provided once per career: jacket, swim fins, mask and snorkel.

Parking Passes: One parking pass will be issued that provides blue pole parking year-round and meter parking June 15 to September 30.

Paid Sick Leave: Effective July 1, 2015, ANBOL employees shall be eligible for paid sick leave at the rate of .034 hour for every hour worked (which equals 1 hour of Paid Sick Leave for every 30 hours worked), with a maximum accrual of 48 hours. At the conclusion of each season, ANBOL members will be permitted to cash out Paid Sick Leave time remaining in their bank at the value of 50%.